We, the EMPOWER Pledge signatories support women's advancement to leadership positions in the private sector by:

1. Setting measurable internal targets and/or action plans to increase the number of women in leadership in our companies;

2. Applying a gender lens in our provision of leadership opportunities for women, reviewing the board(s) and senior managers' compositions, and enabling women to access and be part of all levels of seniority;

3. Collecting gender data to internally measure progress on women's advancement in leadership;

4. Fostering supportive and inclusive cultures to dismantle barriers to women's advancement to leadership, including combatting stereotypes, removing barriers, and striving to end all forms of gender-based discrimination;

5. Encouraging the building of a positive ecosystem in the world of work through measures such as: equal pay, flexible work policies, family leave, social dialogue, community initiatives, wellbeing programs, employee networks, and training, mentoring and sponsorship; and

6. Actively collaborating to share our learnings on best practices to advance women's recruitment and advancement in the corporate world, supporting one another, advocating for women, and enhancing global communication.
Signatories (as of November 2020)

ACWA Power
Ajinomoto Co., Inc.
AXA
Bayer
Competence Centre for Diversity and Inclusion at the University of St. Gallen
DBS Bank
Deloitte Tohmatsu Group
Emaar The Economic City
EY Japan
Geodis
Grupo Diarq
HAKO MULIA ABADI
JERA Co., Inc.
KEIDANREN (Japan Business Federation)
Kirin Holdings Co., Ltd.
Lenovo
ManpowerGroup
Mars Incorporated
Nikkei Woman Empowerment
Procter & Gamble
Samba Financial Group
SAP Japan Co., Ltd.
Saudi Aramco
SOMPO Holdings Co., Ltd.
Sony Corporation
Suncorp
Tokio Marine Holdings
Women's Forum for the Economy & Society
XL Axiata
ZainKSA
21st Century Vocational Incorporated Foundation